

Erikson Institute

EHS-CCP Professional Development and Technical Assistance Proposal

July 16, 2014

Erikson Institute proposes to support Early Head Start – Child Care Partnerships (EHS-CCP) in high poverty/high need communities in the Chicago metropolitan area and across Illinois including collar counties and downstate by providing implementation support to EHS-CCP partners in two forms, 1) *professional development* targeted at significantly improving the knowledge, practice, and capacity of teachers and staff to develop and deliver high quality care and education experiences appropriate for children birth to age 3; and 2) *technical assistance*, intended to assist EHS-CCP partners in the following priority areas of EHS implementation requirements, specifically: *teacher qualifications and professional development; family support and continuity of care; inclusion; and working across child-serving systems*. Erikson's collaborations are intended to support grantees operating center-based, family child care, and/or a combination of services. Erikson recognizes that the partnerships are intended to expand the access of young children in poverty (birth to age 3) and their families to high quality early care and education programs. This critical expansion offers challenges and opportunities for EHS and CC partners which may be helped by technical assistance and professional development that enhances and supports shared goals.

Organizational Capacity: Erikson is a nationally recognized leader in the development of professionals for effective service in early care and education programs and systems serving vulnerable children (birth to age 8) and their families. The Institute has a proven track record of leadership in professional preparation of those serving infants and toddlers. Erikson prepares both novice and experienced practitioners; classroom, family support and administrative staff; and professionals in disciplines aligned to child development. Its faculty is nationally recognized for their expertise in early development and learning, brain development, infant mental health, family support, inclusion, cultural and linguistic development in young children, and continuity of care. In addition, Erikson faculty and staff have worked extensively and over many years with a broad array of early care and education programs, systems and providers. The Institute's leadership, faculty and staff are totally committed to supporting the State of Illinois in expanding quality care and education to vulnerable children and families.

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I. Infant –Toddler Teacher/Staff Preparation available in Chicago and throughout Illinois

To significantly improve the capacity of EHS-CCP staff serving children 0-3 years of age Erikson proposes to provide professional development through its Infant Specialist Certificate Program (ISCP). This professional certificate program significantly helps individuals develop the knowledge, skills and reflective capacities necessary to serve young children effectively, including those living in challenging and poorly resourced communities. The ISCP provides high quality programming according to the standards and recommended practices of the field. This program is appropriate for classroom teachers, early care staff, family support staff, administrators, and others with an earned bachelor's degree. The ISCP can be delivered in two modalities: 1) face-to-face

classes in Chicago; and 2) distance learning classes throughout Illinois. Erikson has partnered with Gateways for Opportunity to enable its Infant Specialist Certificate coursework to be applied toward a Gateways Infant Toddler Credential (up to Level 5) for qualified professionals. The program provides 18-graduate credit hours of course work which address the following broad topic areas: typical and atypical infant/toddler growth and development; family studies; infant/toddler screening and assessment; and designing quality child care for infants, toddlers and families. In addition, it includes a directed internship experience, tailored to the student's learning needs and performed in the student's current job, which is supported by individual advising and weekly supervision. Generally, students take one course per semester, for six consecutive semesters (fall, spring and summer), over a two-year period. Erikson can tailor this certificate to a single cohort of staff from a specific program if requested.

Approximate cost per student for the two year program is \$17,725; for agency or program cohorts the cost of the program may be negotiated.

Geographical Scope: Chicago for on-campus cohorts; the entire state for on-line cohorts

II. Family Support and Continuity of Care—Professional Development and Technical Assistance in Chicago

Erikson will support programs to meet EHS performance standards related to family support and continuity of care through a combined approach of program-wide professional development and targeted technical assistance -- both to build upon strengths and provide solution-focused help in high priority areas of need.

FAN Professional Development will be provided for EHS-CCP personnel in a nationally recognized model for parent engagement developed at Erikson, called the FAN. The FAN is an approach used in infant/family programs across the country to increase staff's attunement to parent's needs, skill in matching their interactions to what parents can most use in the moment, and understanding of their own responses to parents. The FAN will provide a shared approach for all personnel who are interacting with families, including the director, disability coordinator, family service worker, mental health consultant, and early care and education teachers and is applicable to parent engagement in daily interactions in the center, service plan development, home visits, parent/staff conferences, and parent education. The model is particularly effective with vulnerable families and in challenging interactions around the child's behavior or around parent's expectations or participation in the program. A program manual on integrating fussy babies into center-based care will be disseminated as part of the training. Further training in the Supervisor FAN will offer program leaders a framework to enhance reflective supervision for all staff in their interactions with families.

Approximate cost of FAN Training: \$15,000/program for 2 days of training and 6 months of monthly follow-up sessions

Geographical Scope: Chicago Metropolitan region

Family Support and Continuity of Care Technical Assistance. Erikson will assist EHS-CCP programs in identifying areas of strength and areas for growth in family support and continuity of care. Based on this assessment, 20 days of targeted technical assistance will be offered to (a) to address the highest priority, program-identified need(s) and the type of assistance will be decided jointly with the program and may include, but not be limited to, on-site observation, team-based workshops, classroom consultation, director/administrator

support, or policy review and development; and (b) to help the program become more aligned with EHS performance standards; and (3) to support a strength-based approach by developing ways to highlight its capacities, celebrate its successes, and build on the good efforts that are already present in family support and continuity of care within the program. Emphasis will be placed on the importance of early attachments, healthy development, and cultural and relational competence in supporting children and families as defined by best practice and EHS standards.

On-going TA--Approximate Cost: \$100 per hour (8 hour day at \$800) for a maximum of 20 days per year (number of days of TA are negotiable).

Geographical Scope: Chicago Metropolitan region

III. Inclusion—Technical Assistance in Chicago

Erikson Institute will assist childcare programs in meeting the EHS program standards for inclusion of young children with disabilities and/or developmental delays through targeted technical assistance based on programs' specific needs. Technical assistance is available to support programs in meeting the following EHS inclusion standards:

1. Collaborating with Part C agencies and other community agencies to maintain at least 10% of program enrollment for children and families with the highest needs; namely, those with developmental delays and/or disabilities.
2. Developing disabilities service plans that outline strategies for meeting children's individualized needs, insuring that disabilities services plans are aligned with the Individual Family Service Plans (IFSP), and ensure full participation in all EHS activities.
3. Establishing procedures for timely screening and referral, including identifying appropriate screening instruments and training of EHS-CCP staff in administering screening instruments.
4. Ensuring the EHS-CCP facilities are accessible for all children and that appropriate materials and equipment are available.
5. Developing agreements with local education agencies and other community partners to provide specialized disability-related interventions (e.g., speech/language, occupational and physical therapy, psychological services, assistive technology, etc.) to children with developmental delays and/or disabilities in EHS-CCP programs.
6. Defining the roles and responsibilities of the disabilities coordinator in EHS-CCP programs.

Erikson will assist programs in identifying areas of strength and targeted areas to support EHS inclusion standards. Based on this assessment, up to 20 days of targeted technical assistance will be offered to address the highest priority, program-identified need. The type of assistance will be decided jointly with the program and may include, but not be limited to, on-site observation, team-based workshops, classroom consultation, director support, or policy review and development.

On-going TA--Approximate Cost: \$100 per hour (8 hour day at \$800) for a maximum of 20 days per year (number of days of TA are negotiable).

Geographical Scope: Chicago Metropolitan region

IV. Working Across Child-Serving Systems in Illinois

The Family Child Care Specialist Training Project for EHS-CCP

Erikson's Family Child Care Specialist Training Project aims to improve the quality of family child care through building agency staff capacity to both support family child care providers' quality improvement efforts and work across systems of care. In the past year Erikson Institute has created and piloted a set of distance learning modules - *Looking into Family Child Care* - designed for agency trainings. These modules offer agency supervisors and directors who administer programs such as Early Head Start with family child care providers, foundational concepts to support quality improvement services to family child care providers. The modules are intended to be used by agency or program supervisors or directors for training staff who work directly with family child care providers through visits to provider homes focused on quality improvement.

Access to the on-line train-the-trainer modules will address the area of ***working across child-serving systems*** for agencies or organizations that plan to or are already partnering with family child care providers through Early Head Start. The Modules - *Family Child Care, Engagement, Development in a Mixed Group*, and *Cultural Competence* offer the critical elements necessary for helping direct service staff develop trusting and effective partnerships with family child care providers around quality improvement, including meeting the Early Head Start Performance Standards. Each Module offers a *Narrated Power Point Slide Presentation* along with notes and suggested readings for the trainer to review in preparation for the training, handouts, and *Suggested Activities* to carry out during the training. In addition, there are guides to using the materials and to the overarching concepts of each module along with additional resources related to the content. Live webinars will also be offered to participating sites in order to facilitate sharing across sites of the on-line materials, and reflective practice among participants.

Approximate cost:

1. Low touch option – Starting in January 2015: On-line modules and webinars starting in – **No cost (funded by a grant)**
2. Medium touch option – Starting in January 2015: Access to on-line modules, additional on-line materials, and an on-line facilitator to support agencies/organizations in using the materials in their work with family child care providers - **\$7,000.**
3. High touch option - Starting in Jan 2015: Access to on-line modules with monthly in-person professional development seminars over a year-long period for a cohort of up to 15 Early Head Start-Child Care Partnership staff working with family child care providers. The seminars would build on and enhance the on-line module content by offering facilitated reflective practice around challenges and potential solutions in supporting family child care providers as partners. The sessions would allow participants to go further in-depth around child development, skilled dialogue and communication, and case management. **The seminars would include books and resources - \$30,000 for 15 participants.**

Geographic Scope: Chicago and Illinois